Life-Work Balance

OPNAV Office of Outreach and Engagement (N134)

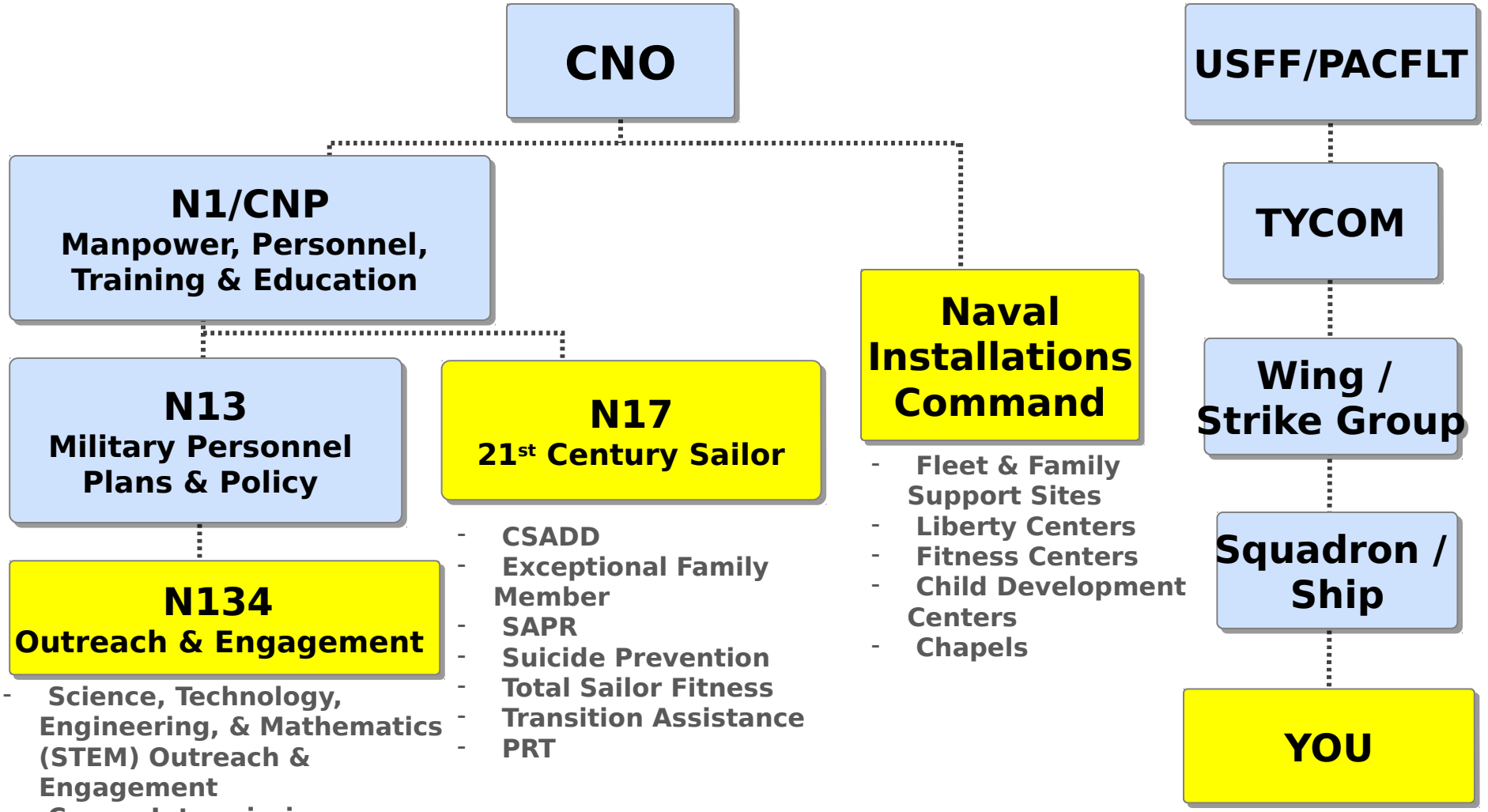
Unclassified

Agenda

- **Organizational Impact Players**
- **Today's Navy**
- **Quality of Service & Life-Work Balance**
- **Navy's Leadership Strategy**
- **Addressing the Issue Today – Policy Initiatives**
  - Tools to Help Sailors Balance Life and Work
- **Conclusion**

Life-Work Balance

Organizational Impact Players



Today's Navy
Active Duty

269,334 (83.3%) Enlisted

219,351 (81.4%) Male	49,983 (18.6%) Female
157,409 (58.5%) ≤5 yrs	111,925 (41.5%) >5 yrs
139,041 (51.6%) Single	129,442 (48.1%) Married

54,005 (16.7%) Officer

44,642 (82.7%) Male	9,363 (17.3%) Female
31,808 (58.9%) ≤ O3	22,197 (41.1%) ≥ O4
17,296 (32%) Single	36,709 (68%) Married

AGE IN YEARS		
Under 20	17,855	6.6%
20-29	165,846	61.6%
30-39	69,491	25.8%
40 and Above	16,142	6.0%

Total Navy: 323,339

AGE IN YEARS		
Under 20	0	0.0%
20-29	16,547	30.7%
30-39	20,276	37.6%
40 and Above	17,182	31.9%

Many different groups…Many different needs

Source: Report Generated by DMDC; data as of 30 NOV 2015

Life Work Balance Influences Quality of Service

Quality of Life

- **Pay/Leave**
- **Education opportunities**
- **Time at home**
- **Access to health care/other services**
- **Sense of financial security**
- **Geographic stability / opportunities to move**
- **Career flexibility**
- **Parenthood support**
- **Retirement Plan**
- **Support for culture of fitness and health**

+

Quality of Work

- **Tour Length and OPTEMPO**
- **Job Satisfaction**
- **Tools/Training to perform**
- **Contribution to the command**

=

QUALITY OF SERVICE

Quality of Service leads to retention

Source:Wilcove, G.L. and Schwerin, M.J., "An Exploratory Model of Quality of Life in the U.S. Navy," *Military Psychology,* 2003, 15(2), p. 133-152.

Navy's Strategy to Retain Top Talent

"***STRENGTHEN OUR NAVY TEAM FOR THE FUTURE:*** *We are one Navy Team – comprised of a diverse mix of active duty and reserve Sailors, Navy Civilians, and our families – with a history of service, sacrifice, and success. We will build on this history to create a climate of operational excellence that will keep us ready to prevail in all future challenges.*"

ADM John Richardson
Chief of Naval Operations

The Navy will continue to focus on balancing Life and Work and providing greater flexibility for its greatest assets - its people

Navy Policy Initiatives

Task Force Life Work QUALITY OF LIFE ISSUES IDENTIFIED

Geographic Stability

- Marketplace detailing
- Military spouse co-location
- Promotion board precept

Career Flexibility

- Career Intermission Program
- DoD telework instruction (command discretion)
- Secretary of the Navy Tours with Industry (SNTWI)

Parenthood Support

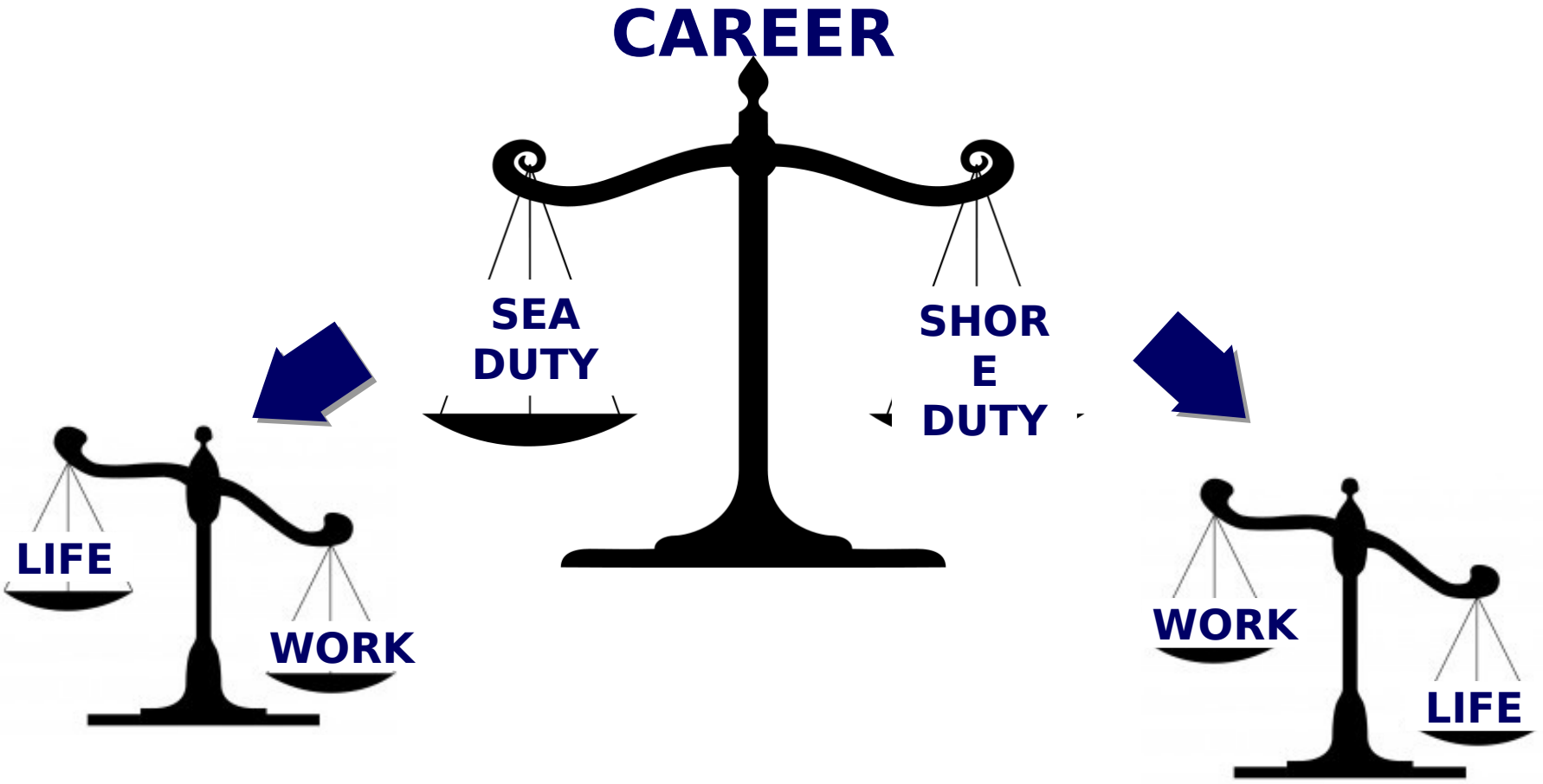
- 84 days maternity leave (***new SECDEF policy***)
- 10 days paternity leave
- 21 days adoption leave
- 12 months operational deferment for new mothers
- 4 months operational deferment for an adopting

Navy Continues to Study the Issue

- **Partnership with Boston College Center for Work and Family**
- **Timely access to relevant research:** *talent management, flexibility, generational concerns, diversity, etc*
- **Access to top industry leaders to discuss relevant best practices:** *American Express, Deloitte, IBM, Intel, Northrup Grumman, etc*

Continued research/insight to improve flexibility for our people

Balance and Flexibility



Regardless of duty assignment, command leadership is necessary to facilitate balance and flexibility for Sailors

Questions?

LT Steve Jaworski

steven.jaworski@navy.mil